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40 years of making a difference

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On the cover

Saint Maria Church sits atop an ancient monastery overlooking the Raut River and the historic city of Orheiul Vechi, Moldova.

Photo by Isaac D. Pacheco



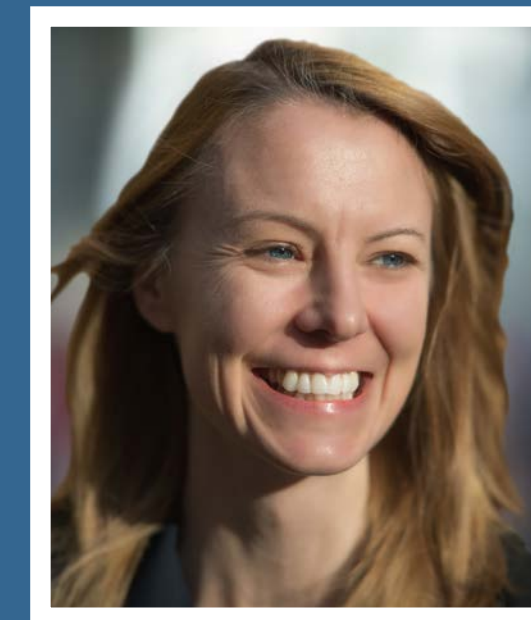
The famous "most traveled" diplomatic courier pouch on display at the Harry S Truman Building in Washington, D.C.

Photo by Isaac D. Pacheco

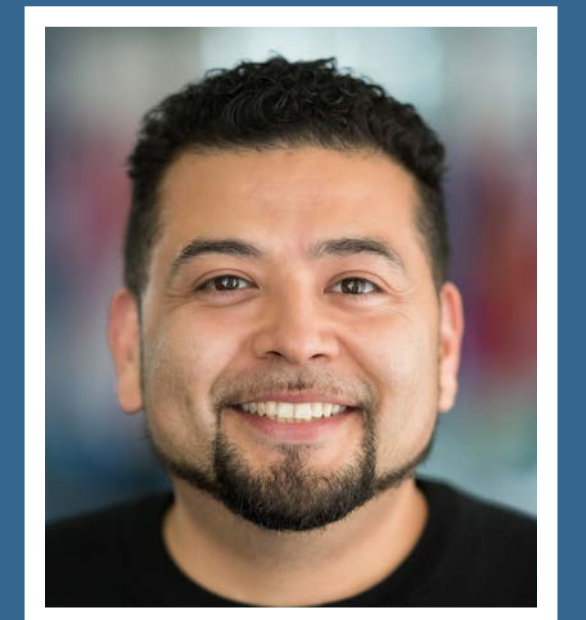
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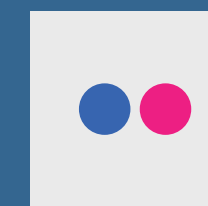
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From left: Taylor Funk, Brianna McGowan, Chaudhry Talha and Alex Cohen celebrate their win with Diplomacy Center host Kelsey Cvach.
Photo courtesy of U.S. Diplomacy Center

By Kelsey Cvach

Kelsey Cvach is the digital content producer at the United States Diplomacy Center.

ImpactHack teams visualize diplomacy impact

The United States Diplomacy Center and the World Resources Institute partnered to host ImpactHack, a data visualization hackathon in Washington, D.C., Sept. 21–22. Using their coding and design skills, 16 teams competed to demonstrate the impact of diplomacy—from local state economies to global issues. Amazon Web Services donated time, technology and expertise to manage the hackathon. Promising projects will be used to develop Diplomacy Center exhibit prototypes.

The winning project, My State, My State Department—created by Alex Cohen, Taylor Funk, Brianna McGowan and Chaudhry Talha—is an interactive map and game that connects the work of American diplomacy with its impact on local communities across the United States.

Data Ambassadors, the second-place project, demonstrates America’s diplomatic growth over time through an interactive map. The map includes an interactive timeline spanning the birth of the United States to current day, putting historical events in context.

The third-place project, Global Movement, addresses factors that may relate to refugee rates, including a country’s relative freedom. The team, composed of high school students from New Jersey, was able to participate in the hackathon after winning a travel sponsorship for their diplomatic relationship simulator in [another hackathon](#) in May.

Alice Feng won the special category award with her project. Feng used data and graphics to tell an immersive story of the Paris Agreement, which was a landmark in terms of the number of countries that signed the agreement in such a short period of time. In the project, data visualizations show how the rapid adoption of the Paris Agreement stands out relative to other agreements, and what, if any, impact this agreement will have on stemming climate change. ■

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Yerevan American Corner staff thank Ambassador Richard M. Mills Jr. and his spouse, retired Foreign Service officer Leigh Carter, for their generous gift to all American Corners in Armenia.

Photo courtesy of Yerevan American Corner

By Jake Goshert

Jake Goshert was the information officer at Embassy Yerevan.

Ambassador to Armenia donates to American Corners

American Corners Armenia staff and host library directors gathered July 27 in the Yerevan American Corner to thank U.S. Ambassador to Armenia Richard M. Mills Jr., for his continued support. Mills surprised the staff at the event when he announced his personal financial support of the American Corners program. He stated that he will donate \$2,000 to each of the five American Corners to use for creative programming that best addresses the needs of their local communities.

“I see very clearly the impact the American Corners have every day in Armenia,” said Mills. “They are doing innovative programming to develop the U.S.-Armenia relationship and advance U.S. foreign policy.”

Mills made his gift in honor of the mother of his wife, Leigh Carter, a retired Foreign Service officer. His mother-in-law, Jean Carter, was a lifelong advocate of learning and spent 20 years volunteering at her local library. “I know how important libraries are,” said Mills. “They help develop society and give people tools to improve themselves. And the American Corners are a vital part of that effort in Armenia.”

Mills also noted that several Armenian civil society leaders have told him that they developed their leadership skills and appreciation of Western values through American Corner programming and resources.

There are five American Corners in Armenia, which welcomed 71,504 visitors in 2017. Their programming includes English courses, teacher training sessions, startup business conferences, computer coding sessions and workshops on photojournalism and new media development. ■



Sportswomen in the 2017 ESPNW Global Sports Mentoring Program celebrate teamwork. Photo courtesy of the University of Tennessee

By Trina Bolton

Trina Bolton is a program officer in the Sports Diplomacy Division of the Bureau of Educational and Cultural Affairs.

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Department teams with ESPNW for women's mentorship

Recognizing the power of sports in leveling the playing field for women and girls, the U.S. Department of State and ESPNW joined forces in 2012 to create the Global Sports Mentoring Program (GSMP). With the University of Tennessee as the cooperative partner and in its seventh year running, the GSMP promotes the status of women around the world. Pairing international emerging leaders in the sports sector with American female executives, the GSMP provides global sportswomen with the opportunity to cultivate management and business skills in an American sports environment.

Sixteen sportswomen selected for the upcoming 2018 GSMP will join the ranks of 99 outstanding alumnae—Olympians, Paralympians, journalists, sports climate activists, ministerial officials, civil society leaders, sports administrators and social innovators—from 53 countries.

Working with their mentors, the participants develop action plans to propel social innovation through sports, which they then implement in their home countries. In turn, American mentors gain a global perspective on the challenges and opportunities for women overseas, through the lens of sport. The mentorship allows for mentors, emerging leaders, alumnae from all classes and other involved partners to develop lasting relationships and enhanced global networks. Through this continually expanding community, the international emerging leaders and American participants work together to create a positive ripple effect of social change—empowering a new generation of girls and women—in support of a more stable and secure global society. ■



Embassy Panama's first and second tour officers pose with their Panamanian counterparts after a dinner hosted by then Ambassador John D. Feeley. Photo by Ricardo Rodriguez

By Zach Alger

Zach Alger was the political section office management specialist in Panama City, 2016–2018, and is now the office management specialist for the regional security office in Chengdu, China.

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FAST officers practice representation skills in Panama

Under the mentorship of then Deputy Chief of Mission Roxanne Cabral, the first and second tour (FAST) officers at the U.S. Embassy in Panama City implemented a series of events with the aim of fine-tuning their diplomatic skills. Topics planned for 2018 have included writing effectively, operating in emergencies and networking. As one of his last official engagements, then Ambassador John D. Feeley offered to host a dinner at his residence to kick off the series and to provide a setting where officers could practice their skills in formal dining situations.

FAST officers strategized how to plan a successful event. They discussed the overall vision with the DCM; coordinated with other employees to ensure proper flow of information; prepared the guest list of new Panamanian diplomats; and designed the invitations, menu and seating arrangements. Finally, they drafted the briefing checklist, run-of-show and participant list with accompanying biographies to ensure relevant stakeholders had all necessary details.

On the evening of the dinner, FAST officers arrived early to receive a Protocol 101 session. Feeley then discussed the value of dinners and other representational events. He provided a few tips to ensure a successful event, such as researching fellow guests and the host in order to facilitate and guide conversations.

Once the Panamanian guests arrived, the new American and Panamanian diplomats took the opportunity to ask questions and share knowledge. Conversation evolved into a question and answer session with Feeley, who shared honest reflections from his career.

FAST officers gained valuable skills during this experience, from planning and preparing an official event to initiating meaningful conversations. ■



From left: The Bureau of Consular Affairs Washington, D.C., planning team, Danielle Mash, Jesse Hong, Joe Morris, Jennifer Smith, Westley Tso, Chana Turner and Robin Shaffer, showcase donations during the bake-off event. *Photo by Brian Clark*

By Robin Shaffer

Robin Shaffer is a visa analyst in the Bureau of Consular Affairs.

Bureau of Consular Affairs events assist local food banks

A can of soup, a jar of peanut butter or a box of cereal may not seem like much, but to hungry families, these and other food staples are a lifeline. Through the generous support of employees who work for the Bureau of Consular Affairs (CA), thousands of donations brought much needed food items to local food banks during the 2018 Feds Feed Families Campaign. CA offices across the United States made contributions to help those in need in their communities.

These contributions took many forms. In Detroit, the Passport Office contributed 9,413 pounds of food items—nearly double the 5,000 pound goal—and partnered with the Gleaners Community Food Bank to provide assistance. The Passport Office in Charleston, S.C., teamed up with the Lowcountry Food Bank to tailor its collection efforts to community needs—including special events that solicited specific products, such as baby items and cereal. In Washington, D.C., employees held special events and offered incentives to spur greater support and giving. The activities included casual days, a digital donation day, contests and prizes. CA's Washington, D.C. staff conducted a breakfast bake-off. Donors enjoyed home-baked cookies, cakes, pies and other treats in appreciation for their donations. Thanks to a tremendous response and the support of the CA events team, the single event collected more than 3,000 pounds of food that will be donated to the Washington Capital Area Food Bank.

During the campaign, CA collected more than 35,000 pounds of food to be donated to food pantries nationwide. Many thanks to the numerous volunteers, donors and champions for the great cause of combating hunger in our communities. ■

Diversity Notes

GREG SMITH
OFFICE OF CIVIL RIGHTS



Effective communication is priceless

It is often said that talk is cheap, but is it really? How can you put a price on the value of effective conversation between coworkers, especially between a supervisor and employee? For some, a critical conversation could influence their decision to remain in a job or look for a new one.

When both sides are able to explain what they expect from each other, they are in a better position to manage their own expectations. This is often done formally in performance evaluation meetings, but it should also be done outside of official meetings—in the form of direct feedback—and it should happen often.

Different people have different approaches to feedback and communication. Some people may think they are open to feedback, but then get defensive and blame others when constructive feedback is given. This may result in others withholding feedback in the future. I like to say, “We may not always have to agree, but we always have to talk.” Navigating difficult conversations can be tricky, but do not let that deter you. Effective communication and feedback takes practice. To be useful, it must come from a genuine place. Open and honest feedback, no matter how difficult it may be, that comes from a caring and considerate source allows for growth.

After a difficult conversation, feelings of both people involved may be tender, so consider checking in with the person again before too much time passes—preferably within a day. A check-in is simply to ask, “Are we good?” This shows that you will not hold a grudge and that the conversation can lend itself to future discussion.

If feedback is not perceived to be genuine, it can look like nitpicking, criticism and micromanagement. Done right, it can enlighten an employee, making him or her aware of areas that need improvement, as well as their individual strengths. Honest and genuine communication can make the difference between a person improving and a person feeling defeated.

In EEO complaints, our counselors often see miscommunication between an employee and a supervisor regarding tangible employment actions. For example, an employee may perceive that a supervisor denies a telework agreement due to discrimination. Instead of simply denying the employee telework, the supervisor should sit down with the employee, talk through alternatives to telework and clearly explain the reason for denying telework.

With more methods to communicate than ever before, let us not lose sight of the value of a conversation. There may be obvious opportunities or subtle chances to provide insight and gain understanding from those around us. Seek out those opportunities and seize those chances in order to establish valuable relationships that can extend beyond the workplace. A failure to communicate could be a missed opportunity to connect. ■

Design and Innovation at ‘the Collaboratory’

Piloting programs advances mission priorities

By Edward Stewart

It may be surprising to some that there is a design and innovation office housed within the Bureau of Educational and Cultural Affairs (ECA). The Collaboratory, established five years ago, is a small team of program designers who create new educational, cultural and professional exchange programs. The primary role of the Collaboratory is to complement and amplify the impact of people-to-people exchange programs using virtual exchange and emergent technologies.

The Collaboratory team works in tandem with bureaus and overseas posts to develop and implement pilot programs that quickly respond to foreign policy priorities. The Collaboratory’s program designers serve as in-house experts on virtual and blended exchange methodology, consulting with public diplomacy staff on how to use virtual exchange to initiate, deepen or extend in-person exchanges. They also advise on how to build programs using a variety of digital platforms.

As the Collaboratory initiative has evolved, program models have expanded beyond virtual exchange to incorporate other types of innovative approaches. Designers have implemented pilot programs using a wide variety of methods, including storytelling pedagogy, human-centered design, podcasting, augmented reality and massive open online courses. In addition, Collaboratory programs have helped to enhance existing sister city partnerships, expand media literacy training at posts and promote social entrepreneurship and STEM education.

Recently, the Collaboratory worked with Ashoka Youth Venture—an international nonprofit organization that supports youth to be changemakers—and embassies in Quito, Mexico City, Tegucigalpa, Dushanbe and Chisinau to implement the #MeWe storytelling training-of-trainers program. | *Cont.* | ▼



Collaboratory Director Chris Wurst and program designer Edward Stewart record a new podcast in the Collaboratory space. *State Department photo*

The methodology was localized, scaled and used to train more than 140 young leaders selected by the embassies and local NGO partners across the five pilot countries. Program participants learned about the science of storytelling for social impact, public communication, creative writing and digital videos. Following the training, participants formed small teams around a set of self-defined social issues that intersected with policy topics. Program participants in Ecuador supported each other in creating digital campaigns and video blogs to share stories of young girls impacted by domestic violence. In Moldova, participants organized community dialogues at local schools and libraries to engage youth on the importance of good governance and transparency.

To build on its mission as ECA's innovation hub, the Collaboratory recently launched an incubator program. This initiative invites bureau colleagues to work with program designers to develop their ideas or challenges into pilot programs. During a 12-week incubation cycle, participants work through the phases of research, design, testing and evaluation. The inaugural project in the incubator is a sports diplomacy program. Pending funding availability, this program will bring community leaders from around the world to the United States to tour rural communities and to learn more about local bicycling initiatives. Foreign Service officer Matt Ferner came to the Collaboratory incubator program with his cycling diplomacy project idea. | *Cont.* | ▼



Program designer Desiree Williamson and Collaboratory Director Chris Wurst speak at the 2018 Virtual Exchange Forum. *State Department photo*



A virtual dialogue on media literacy connects 12 different posts across Europe and Eurasia. *State Department photo*

“Together we were able to think critically about program goals in light of current Bureau priorities,” stated Ferner. “The resulting program idea still retains much of the foundational concepts albeit with more focused and strategic goals.”

Another recent Collaboratory project is a new podcast, “22.33,” appropriately named after a U.S. code. Title 22, Chapter 33 of the U.S. Code—signed into law by President Kennedy—established government-funded educational and cultural exchange programs and created ECA. The podcast will feature first-person narratives from people who have been involved in a Department of State exchange program. The participants will narrate their story about leaving their home country and putting themselves in an entirely new culture. With the first season launching in early 2019, these audio stories will showcase the power and positive outcome of exchange programs.

Looking ahead, the Collaboratory has a large roster of pilot programs, both domestic and global, to launch in 2019. “Design, pilot, spread” continues to be the Collaboratory motto as it strives to create program models that can quickly adapt to policy priorities. The team also continues to advise Department colleagues on virtual exchange, human-centered design and storytelling through peer-to-peer training and toolkits. For more information, visit the Collaboratory [website](#).

▣ *Edward Stewart is a strategic program designer in the Collaboratory.*



AAAS Science & Technology Policy Fellow Adam Shapiro and program designer Manny Pereira facilitate a training at FSI.
State Department photo



Diplomatic Couriers

Safeguarding communications and supporting U.S. diplomacy around the world

Story by Monique Atwood

Photos courtesy of the Bureau of Diplomatic Security



Opening photo: Forerunners of today's DSS Diplomatic Courier Service, U.S. Army "Silver Greyhounds" were assigned to the U.S. Embassy in France, where they served during World War I and in Versailles during the 1919 peace negotiations.

Diplomatic couriers once rode the Orient Express through Europe, transporting classified diplomatic pouches to and from U.S. Embassies and Consulates behind the Iron Curtain. They traveled in jeeps through the desolate Khyber Pass, delivering classified and sensitive material from U.S. Embassies in Pakistan and Afghanistan. They used military aircraft, ocean liners, buses, trains, horses—whatever mode of transportation was available—to complete their crucial mission.

Welcome to the life of a diplomatic courier with the U.S. Department of State's Diplomatic Courier Service—a relatively small office within the Bureau of Diplomatic Security—which celebrates its centennial this year. While transportation to and from U.S. posts around the world has changed significantly over the past century, the mission remains the same. Like a modern-day Pony Express, diplomatic couriers are tasked with safely and securely delivering America's most sensitive documents and materials to 275 U.S. Department of State locations around the world. Couriers are not privy to the contents of the diplomatic pouches they safeguard, but they are acutely aware that the items and information contained in them are vital to the conduct of U.S. foreign policy all over the globe.

Within a span of just 20 years, a diplomatic courier will have traveled to nearly every recognized country in the world and log more than 6 million miles—which equates to 25 trips to the moon. Couriers travel to remote parts of the world, such as the Federated States of Micronesia; to ancient cities, such as Cairo and Samarkand; and to countries off the beaten path like Tajikistan, Mauritania and both Sudans.

One diplomatic courier's first assignment with the Foreign Service was to Abidjan, Ivory Coast, or Côte d'Ivoire, a lush, cosmopolitan city in West Africa. It was an idyllic life where the standard of living was comparatively high, the nightlife was exuberant and French restaurants thrived. Abidjan was a hub for a now-defunct regional airline called Air Afrique, which made it an ideal location for a diplomatic courier office. Diplomatic couriers were tasked with delivering pouches to other West African posts in the surrounding area, including Conakry, Banjul, Dakar and Sierra Leone.



Diplomatic couriers load pouches onto an airplane at Andrews Air Force Base.

| Cont. | ▼

Diplomatic couriers help unload pouches from an aircraft's cargo hold.



In the late 1990s, there was an undercurrent of tension in the Ivory Coast because the economy was faltering. A few days before Christmas in 1999, President Henri Konan Bédié was overthrown in a coup d'état. A local radio station became an operating area for the mutineers, and gunfire and explosions were heard throughout some neighborhoods. For several days, the diplomatic courier posted in Abidjan was forced to hunker down, with embassy radio crackling as the Marine Security Guards asked for regular updates.

Supporters of both the ousted president and the mutineers spread through the streets on the Boulevard de la République, where the diplomatic courier lived. Tear gas meant to disperse the crowds exploded nearby. Several people were hit with gunfire and their bleeding bodies were thrown into vehicles that sped away from the scene.

The U.S. Embassy subsequently evacuated all nonessential staff and their families, but the courier's job required her to remain at post and to continue the indispensable work of a diplomatic courier. As chaos reigned in the country, the business of moving diplomatic pouches from the hub in Abidjan to other regional posts continued. Throughout those perilous weeks, the embassy team would load an unarmored embassy vehicle with diplomatic pouches and set off through the treacherous streets of Abidjan to the airport to catch a flight to Cotonou or Libreville, passing half a dozen checkpoints manned by armed guards along the way. With words of caution, they were cleared to continue, but the long trek to the airport was rife with uncertainty and danger.

Due to the unrest, the U.S. Department of State shut down the courier hub in Abidjan, and for a decade, routes through West Africa were managed by the auxiliary courier hub in Dakar, Senegal. The situation in the Ivory Coast has since stabilized, and the Diplomatic Courier Service re-established its busy hub in Abidjan in 2016.

In dangerous places, during terrifying times, couriers focus on the mission. Determined to deliver their pouches, diplomatic couriers today may think back to the couriers of



Brightly colored wrappings help identify official pouches during transit.

the last century, the adventures they must have undertaken and the ingenuity they must have brought to the job. These courier ancestors helped bring peace to Europe after World War I, reopening communications to U.S. Embassies across war-torn Europe and into Bolshevik Russia so treaty negotiations could move forward unhindered. Navigating through wars, civil unrest and even the tragedy of fatal plane crashes, diplomatic couriers have been quietly and steadfastly getting their pouches to their destinations for 100 years.

This November, as the Diplomatic Courier Service celebrates its 100th birthday, retired and active diplomatic couriers will gather to remember the past and look toward the future. Many of the couriers will be on the road, proceeding with business and transporting pouches to the next post.

| Cont. | ▼

Diplomatic couriers ensure that palletized U.S. diplomatic pouch material is properly unloaded from an aircraft at Dulles International Airport. *State Department photo*



History of Diplomatic Courier Service



From left: John Otto and Jim Waight were the first diplomatic couriers to return to Beijing, April 26, 1973, after a 23-year hiatus in U.S. diplomatic presence in China.

The U.S. Department of State Diplomatic Courier Service traces its founding to Dec. 2, 1918 and will celebrate its centennial next month.

Messengers and diplomatic couriers are as old as diplomacy, but through much of early U.S. history, diplomats relied on temporary arrangements with contracted private citizens, ship captains and other trusted travelers to move the country's sensitive documents around the world.

At the end of World War I, the Department of State assigned a group of handpicked Army officers, dubbed the Silver Greyhounds, to the U.S. Embassy in Paris to support the peace negotiations that led to the Treaty of Versailles.

Today's Diplomatic Courier Service traces its formal origins to the Silver Greyhounds, who adopted their name from U.K. royal couriers. Their motto, "None Swifter Than These," is derived from ancient Greek and is still used by the Diplomatic Courier Service today.

After the Treaty of Versailles was signed in 1919, the Silver Greyhounds disbanded and a cadre of civilian diplomatic couriers assumed their duties.

While diplomatic couriers of the past primarily carried leather briefcases, today's couriers also serve as specialized freight and cargo expeditors who daily travel the globe protecting the nation's most sensitive shipments. They not only supervise the safe delivery of sensitive and classified documents—as did their predecessors—but also ensure the security of equipment and construction materials destined for nearly every nation in which American diplomats work.

With regional divisions in Washington, D.C., Miami, Bangkok and Frankfurt—as well as courier hubs in Abidjan, Dakar, Manama, Pretoria, Sao Paulo and Seoul—more than 100 diplomatic couriers now travel the globe, constantly troubleshooting and innovating to ensure all items get where they need to go, securely and on time. In 2017, the Diplomatic Courier Service shipped 116,351 items weighing approximately 2,428,000 kilograms (about 5,353,000 pounds). | *Cont.* | ▼



A diplomatic courier loads bagged pouches aboard an international flight at a Washington, D.C., airport in 1986.

From November 2018 through January 2019, the Bureau of Diplomatic Security will host an exhibit at the U.S. Diplomacy Center in Washington, D.C., honoring the centennial of the Diplomatic Courier Service. The exhibit, *None Swifter Than These—100 Years of Diplomatic Couriers*, features historic photographs, documents and artifacts highlighting the important role of diplomatic couriers in supporting diplomacy throughout the American century—in wartime, in peacetime, amid Cold War intrigue and into the modern era of frontline diplomacy.

■ *Monique Atwood is a diplomatic courier in the Bureau of Diplomatic Security.*



Diplomatic courier Philip Vandivier boards a plane with two diplomatic pouches at the Frankfurt Regional Courier Facility in 1951.



Zoohackathon 2018

Coders unite to end wildlife trafficking

By Hillary LeBail and Victoria Peabody

Each year, Zoohackathon brings together coders, designers and conservation experts for a 48-hour competition during which teams develop tech solutions to help end wildlife trafficking and the illegal sale of wildlife products. The Bureau of Oceans and International Environmental and Scientific Affairs organizes Zoohackathon in partnership with select U.S. Missions, conservation organizations and zoological parks around the globe.

Worth an estimated \$10–20 billion annually, wildlife trafficking is the fourth largest example of transnational organized crime. It is linked to drug, weapon and human trafficking, and it has ties to terrorist organizations. The Department of State's ongoing efforts to combat wildlife trafficking and destabilize these organized criminal networks are a top priority. At Zoohackathon, participants fight wildlife trafficking by developing tech solutions to detect traffickers, change consumer behavior and educate the public. | *Cont.* | ▼



New Delhi Zoohackathon participants celebrate a successful event, including the solutions they created to combat wildlife trafficking.
Photo courtesy of U.S. Embassy New Delhi

Zoohackathon 2018 has been a historic year in terms of participation. In its third year, Zoohackathon enjoyed its largest global presence to date. Competitions took place in Mumbai, New Delhi, San Diego and Kuala Lumpur, as well as in Madrid, the first Zoohackathon in Spanish, and Entebbe, the first Zoohackathon ever in Africa.

Hackathons have recently become popular in the tech industry; it's a unique way to crowdsource a solution using human ingenuity. Hackathons are so pervasive that if coders wanted, they could attend a hackathon every weekend. Even among the spate of recent hackathons, Zoohackathon stands out. With Zoohackathon, participants recognize the opportunity to work on something unique and different. "Every hackathon has a problem that needs to be solved," said a representative of Team Conscious Consumer, this year's winner of the San Diego Zoohackathon. "But Zoohackathon is not just challenging—we become part of the solution, and we're helping in some small way to make a difference." Team Fauna, this year's winner of the Mumbai Zoohackathon, added to the reasons Zoohackathon is unique. "All of the teams at Zoohackathon ranged in skill sets, and each member of our team brought a unique perspective to the competition," stated a member of Team Fauna. "It allowed us to bond together, and we were allowed to be creative and have fun." | *Cont.* | ▼



The pangolin is the most trafficked mammal in the world.



The Indian rhinoceros, also called the greater one-horned rhinoceros and great Indian rhinoceros, is native to the Indian subcontinent.

Zoohackathon participants, ranging from high school seniors to working adults, develop their solutions based on specific problem statements provided by wildlife experts who fight against wildlife trafficking in the field. Each Zoohackathon has a local winner who then competes for a global prize announced on World Cheetah Day, Dec. 4.

This year, returning judges noted that the quality of the projects, and the solutions they provided, exceeded what they had seen at past events. Teams surpassed expectations, developing communication tools based on augmented reality, and a Google Chrome extension to help consumers make wildlife-friendly purchases. Other winning teams utilized the innovative concept of blockchain technology to track wildlife in captivity; the use of heat mapping technology to locate illegal wildlife trading through social media; the creation of a user-friendly database for finding import/export laws for wildlife and wildlife products; and the development of a voice user interface with Alexa, Amazon's cloud-based voice service, to help educate the public about endangered wildlife species and illegal wildlife products. | *Cont.* | ▼



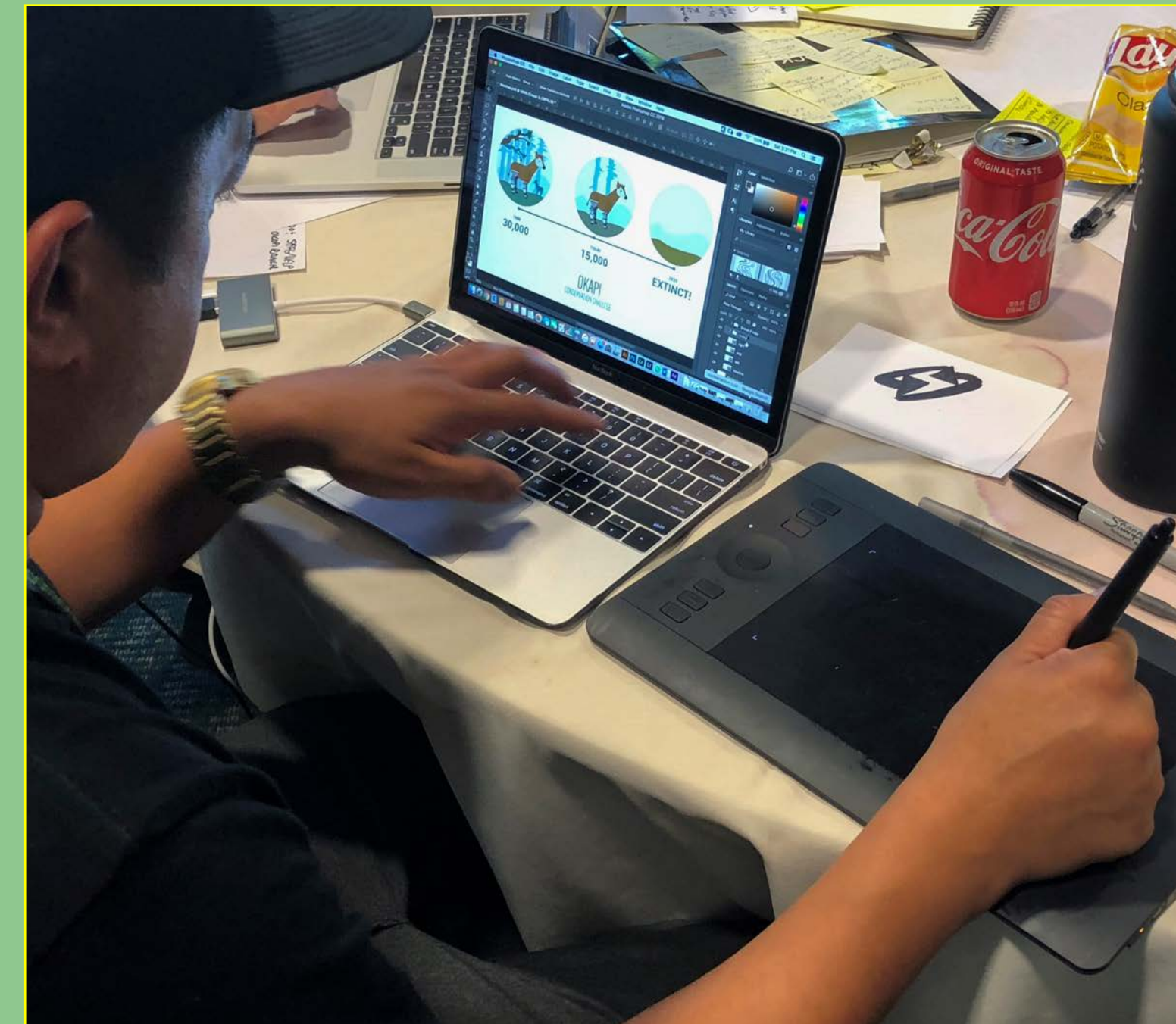
Zoohackathon participants watch a presentation on illegal bird trafficking. *Photo by Hillary LeBail*

The best part about Zoohackathon is the incredible learning that occurs concurrently with the coding. Most participants arrive with little to no knowledge about conservation issues, and most leave with an acute awareness of the toll wildlife trafficking takes on the environment and the economy. One Zoohackathon participant in San Diego was surprised to learn that birds are the most trafficked of all wildlife groups and 50–90 percent don't survive the trafficking process. Thanks to a presentation by a senior keeper at the San Diego Zoo Safari Park, the participant left Zoohackathon impacted by this new knowledge about animal trafficking. "I knew there were problems with the larger animals like elephants, rhinos and tigers," stated the participant. "But I never knew about the birds, and after seeing what they go through, I'm never going to forget it."

At the New Delhi Zoohackathon, hosted on the weekend of World Rhino Day, participants learned about the iconic one-horned rhinos in India, of which only 2,500 remain. They also learned that Indian law prohibits trade in more than 1,800 species of wild animals and plants under the Wildlife Protection Act of 1972. Wildlife experts explained how, in India, the problem of wildlife trafficking is not about the laws themselves, but about the laws being poorly publicized, implemented and enforced.

Each Zoohackathon is unique. Each event location offers different experiences for participants, including behind-the-scenes tours at a zoo, presentations from wildlife experts, explanations about how to give a winning pitch, and animal encounters. Every experience adds memorable context and education about the issue of wildlife trafficking. Participants incorporate what they've learned into their solutions and recognize the importance of working together to make a positive impact. Whether it's taking a break from intricate coding to learn about—and maybe get a selfie with—a furry friend or taking a wildlife pop quiz to win a prize, Zoohackathon coders get an experience they won't find at any other hackathon.

Learn more about Zoohackathon 2018 on the [Zoohackathon site](#) and follow the Bureau of Oceans and International Environmental and Scientific Affairs on Twitter [@StateDeptOES](#). For information about hosting a local event, contact Zoohackathon@state.gov.



A graphic designer creates a public communications tool for his Zoohackathon team. *Photo by Hillary LeBail*

■ *Hillary LeBail and Victoria Peabody are public affairs officers in the Office of Policy and Public Outreach in the Bureau of Oceans and International Environmental and Scientific Affairs.*

FLO 40th Anniversary

Family Liaison Office celebrates four decades of making a difference

By Susan Frost

On March 1, 1978, when Secretary of State Cyrus Vance cut the ribbon to open the newly established Family Liaison Office (FLO), it was the culmination of efforts by a dedicated group of women to focus on the Foreign Service family. On Sept. 5, FLO officially celebrated 40 years of what has become an institution in the Department of State and the broader Foreign Service community.

In March 1977, the Association of American Foreign Service Women—now known as the Associates of the American Foreign Service Worldwide (AAFSW)—presented the Report on the Concerns of Foreign Service Spouses and Families. The report recommended that the Department of State create FLO. Secretary Vance saw the value in creating the office. “The concept is a good one and I support it,” stated Vance. “I believe we should establish FLO or its equivalent with all deliberate speed.” One year later, FLO opened its doors. | *Cont.* | ▼



Previous page: FLO staff join Deputy Secretary of State John Sullivan to celebrate the office's anniversary, Sept. 5. *State Department photo*

At the 40th anniversary reception, Deputy Secretary of State John Sullivan quoted Vance in his remarks. “Traditionally, the Foreign Service has sought to be representative of the best aspects of American life and culture as it pursues the conduct of foreign relations abroad. The Foreign Service family has long been an essential element of our diplomatic presence overseas, but the Foreign Service is not just a career or a job. It is a way of life that depends not only upon the work and dedication of its employees, but also upon the goodwill and sense of community of its family members.”

Prior to Sullivan’s remarks, the first FLO deputy director, Mette Beecroft, spoke about her experience in FLO on the inaugural day. “Immediately, the phone started to ring. It was clear that FLO was an idea whose time had come,” Beecroft stated. “When Janet Lloyd, the first FLO director and I, as her deputy, along with Joan Scott, a part-time secretary, first opened FLO in March of 1978, we had no precedent on which to draw. We only knew that a number of Foreign Service family needs were not being met and that we were there to do something about it.” | *Cont.* | ▼



From left: Deputy Secretary of State John Sullivan, Mette Beecroft, Susan Pompeo and FLO Director Susan Frost cut a cake at the reception celebrating FLO’s 40th Anniversary. *State Department photo*

Today, FLO's success of meeting these needs is obvious. To Beecroft 40 years ago, success was so essential that failure wasn't even considered. "Conceivably, FLO could have failed," Beecroft stated. "But in 1978, the thought never occurred to us. We were so convinced of the necessity and utility that, as the saying goes, failure was not an option."

From the start, FLO's work was influenced by the major issues raised in the report: expanding family member employment opportunities; providing information and referral services on regulations, allowances, divorce, separations and evacuations; and offering assistance on education and youth concerns, including assisting with problems of re-entry into the United States after a tour.

Today, the top concerns of Foreign Service families remain the same and continue to be FLO's major areas of interest. FLO's efforts range from addressing concerns about family member employment to helping with education questions, and from supporting communities during evacuations and unaccompanied tours to assisting with expeditious naturalization for foreign-born Department spouses. Advocacy remains a critical part of FLO's mission, which is only fitting as the office exists because of advocacy efforts.

FLO leverages digital media to ensure its information is readily available to everyone, including those who don't have intranet access. It hosts a robust internet site, which makes vital information about Foreign Service life accessible to employees and family members from all agencies serving all over the world. FLO has embraced social media through its Facebook page and its FLO Global Webinars and FLO Global Podcasts series.

FLO manages the worldwide Community Liaison Office (CLO) program, which also celebrates 40 years of service to the Foreign Service community. In his remarks at the 40th anniversary reception, Sullivan praised community liaison officers (CLOs). "During my travel to posts around the world, I've noticed that FLO's flagship program, the Community Liaison Office, and its creative coordinators, the CLOs, are everywhere," said Sullivan. | *Cont.* | ▼



From left: FLO Director Susan Frost enjoys the company of former FLO directors Leslie Teixeira, Maryann Minutillo and Kendall Montgomery during the celebration of FLO's 40th anniversary. *State Department photo*



Secretary of State Cyrus Vance and the first FLO Director Janet Lloyd at the opening day of the Family Liaison Office, March 1, 1978.

State Department photo

Beecroft stated, “I am amazed at what FLO has become, in large part due to the incredibly talented, accomplished and devoted staff members who have worked in the office over the years.” FLO has become greater than what those who started it imagined.

While celebrating 40 years of “making a world of difference,” FLO looks to the future. It’s impossible to know what new issues will come to the forefront. It is certain, however, that FLO and the outstanding family members who work there will accept the challenges and opportunities that come their way with creativity, hard work and the continued vision of supporting its clients as they navigate Foreign Service life.

■ *Susan Frost is the director of the Family Liaison Office.*

“In fact, at post, the only people often more visible than the chief of mission and the Marine Security Guards are the CLOs.”

Mrs. Susan Pompeo, who was also in attendance, delivered remarks at the celebration, and although he was unable to attend, Secretary of State Mike Pompeo participated in a prerecorded video. After the event, Pompeo sent an email in which he congratulated everyone involved in FLO, domestically and abroad. “Congratulations to the Family Liaison Office on their 40th anniversary, and to all the visionaries, staff and volunteers who deliver FLO services. Special kudos to our CLOs serving around the world, who go above and beyond to support our great Foreign Service families.”

FLO continues to exist and succeed due to all of the dedicated people who have worked in the office since its inception. “From my own 40-year perspective,”



From left: FLO’s first Deputy Director Mette Beecroft, Susan Pompeo and FLO Director Susan Frost commemorate FLO’s 40th anniversary, Sept. 5, at a celebratory reception.

State Department photo

Moldova

Strengthening institutions and bolstering democracy in Eastern Europe

Story and Photos by Isaac D. Pacheco



Opening photo: Boys spectate from the steps of Organ Hall as Chisinau residents gather for a political protest in front of city hall.

Nestled between Ukraine and Romania lies a small landlocked country known historically for its world-class wines, verdant countryside and laid-back pace of life. However, modern Moldova also boasts a burgeoning tech sector—its residents have access to one of the fastest internet connections in the world—and its nascent fashion industry is beginning to turn heads around Europe.

A former Soviet Union enclave, Moldova declared its independence from the USSR in 1991 and established its current constitution in 1994. In the years since, Moldova has seen severe economic hardship and political instability. While there has been progress in Moldova’s young democracy, it continues to face challenges in battling corruption and building resilient, independent democratic institutions that can weather changes in government and shifting economic interests.

“Geographically, historically and economically, Moldova lies at the crossroads of Europe,” said newly arrived U.S. Ambassador to Moldova, Dereck Hogan. The United States is committed to working with our partners, like the EU and others, to expand prosperity for the Moldovan people and shore up its democratic institutions.”

Embassy Chisinau has worked with Moldovan partners to promote modernization, bolster democratic values, enhance human rights, strengthen rule of law and foster stronger institutions. This mission has been challenging in a country that has struggled to find its footing as an independent nation, as it has faced political and economic challenges and sometimes rocky relationships with Russia and with neighbors Romania and Ukraine. Pervasive corruption, selective justice and a lack of official transparency are key issues. | *Cont.* | ▼

Saint Maria Church sits atop an ancient monastery with hermitages carved into the cliff side overlooking the Raut River and the historic city of Orheiul Vechi.





Photo by Tatiana Sanina

“Corruption is our biggest obstacle; corruption colors everything here, particularly with institution building,” said James Pettit, former U.S. Ambassador to Moldova. “Moldova has a very proper constitution—they have legislation, they have three traditional branches of government—but none of that means anything if decisions are being made in a corrupt manner. You must have those checks and balances. If you have executive, legislative and judicial branches marching in lockstep then you don’t really have democracy.”

Although Moldova’s reliance on Russian energy and trade has given way to growing ties with the West in recent years, continued Russian meddling in its politics and media hinder Moldova’s economic development and undermine its stated goal of European integration: Moldova signed an EU Association Agreement in 2014. Despite recent gains in its services sector, Moldova’s economy has struggled to maintain year-over-year growth, which overly relies on remittances and domestic consumption. Rampant corruption and punitive sanctions levied by Russia have also contributed to the country’s economic struggles.

“The immediate Russian reaction was to impose an embargo on a lot of their exports, which was a huge economic blow in the beginning. But at the same time, it reoriented the market toward Europe; the EU is definitely Moldova’s largest market now,” said Embassy Chisinau Deputy Chief of Mission (DCM) Martin McDowell. “It’s not just about markets, but embracing values and rebuilding a society that reflects a democratic and European orientation toward governance. We spend a lot of time and effort—both with traditional diplomacy and in our foreign assistance projects—to instill a sense of the importance of democratic institutions and to foster economic growth. Our goal is for Moldova to be a prosperous country that Moldovans now living abroad will want to come home to, and could someday join the EU, if that is what Moldovans want.”

The country’s economic troubles have been exacerbated by the large-scale exodus of its skilled laborers, many of whom have turned to more lucrative employment opportunities in the EU and Russia to support family members back home. “Brain drain is a side effect of corruption. People are seeing that they can go elsewhere—it is a very fluid population,” said Julie Stufft, former DCM. | *Cont.* | ▼



A chef at a restaurant in Chisinau prepares Plăcintă, a traditional cheese-filled pastry popular in Moldova, Romania and Ukraine.



Fresh fruits and juices are among the cornucopia of goods available for purchase at Piata Centrala, Chisinau’s massive open air market.



Even Moldova's rural residents make space for the country's most popular pastime, as evidenced by this football pitch wedged between a lavender field and grazing pasture near Rezina.

Moldova remains Europe's poorest country, according to the International Monetary Fund's per capita GDP figures, and between 2004 and 2014, the population of Moldova dropped from 3.3 million to 2.8 million, largely due to economic emigration. The country has also consistently ranked at or near the bottom of the United Nations' Human Development Index for the continent.

In close coordination with other agencies in Embassy Chisinau, the United States Agency for International Development (USAID) oversees numerous programs targeting poverty and corruption. USAID's \$33 million annual budget in Moldova funds programs that enhance economic growth, democracy and governance, and social protection. Since the mid-2000s, USAID has focused on sustaining and enhancing Moldova's government and industry sectors and diversifying the country's export markets with several ongoing programs. One of those initiatives, the Moldovan Competitiveness Project, supports four major sectors of the economy: wine, light manufacturing, tourism, and information and communication technology. High-value agriculture development is another large project that aims to not only diversify crop production, but also expand the export markets for those crops. | *Cont.* | ▼



Originally built by Steven III the Great in 1499 to defend a strategic ford over the Dneister River, the restored Soroca Fortress is today a popular tourist attraction in northern Moldova.

“We try to focus our programming on areas where a lot of Moldovans are employed and where there is potential for job growth, but also where there is potential for steady export growth,” said Karen R. Hilliard, mission director for USAID in Moldova. “We were delighted to find this year that Moldova exported 65 percent of its total production to the EU [2017, exclusive of Commonwealth of Independent States]. That’s a huge achievement, and it removes a lever that Russia has successfully used here in the past to try to weaken the Moldovan state and the Moldovan economy through its trade relationships, or lack thereof.” | *Cont.* | ▼



DCM McDowell joins pupils in Cuhurestii de Sus village, celebrating the Office of Defense Cooperation-funded renovation of their school in September. *Photo by Natalia Gore*



While Moldovan society continues to emerge from its Soviet past, its citizens still share traditions and linguistic ties with neighboring states. The country has been a cultural crossroads for centuries, and thus it is not uncommon to hear Russian and Ukrainian spoken alongside Romanian (the state language) in the streets of Chisinau, Moldova's capital and largest city. The endangered Gagauz language is spoken by a small Turkic ethnic minority in Gagauzia, a constitutionally defined autonomous region in southern Moldova. Russian remains the dominant language along Moldova's eastern border with Ukraine, in the frozen conflict region of Transnistria.

Russian dominance in the cultural space has typically muted the effectiveness of American projects in Transnistria, but times are changing. Embassy Chisinau placed its first Fulbright English Teaching Assistant (ETA) in Transnistria in 2017, helping students in the region learn English and connect with American culture. The program has been a breakout success, and Embassy Chisinau placed a second ETA in Transnistria in 2018 at the request of local authorities. Embassy officials hope the example set by this long-term program, the first of its kind in a frozen conflict area, will provide a road map for similar exchanges in other breakaway territories throughout the region. | *Cont.* | ▼



A police officer walks past a brightly painted building in Tiraspol, Moldova's second largest city and the capital of the frozen conflict area Transnistria.

A statue of Russian communist revolutionary Vladimir Lenin stands in front of the Supreme Council building in Tiraspol. The building houses the parliament of Transnistria.





Journalists surround a man as he confronts riot police during a political protest in Chisinau. Embassy Chisinau has partnered with the Bureau of International Narcotics and Law Enforcement Affairs and Moldovan authorities to reduce corruption in the country's law enforcement agencies and promote better community policing practices.

“These person-to-person contacts are invaluable to break down barriers and refute stereotypes,” said Aaron Honn, Embassy Chisinau public affairs officer. “Our English Teaching Associates are there primarily to teach English language lessons, but they are also unparalleled ambassadors for American culture. For many of the students with whom they interact, our ETAs are the first Americans they have ever met. By living in Transnistria and engaging every day with students and teachers, the ETAs have a unique opportunity to build meaningful relationships across the cultural divide and help English learners prepare for an increasingly globalized world.”

Embassy Chisinau has seen similar success with its institution-building programs, which are aimed at bolstering the rule of law and restoring confidence in the nation's law enforcement agencies. In conjunction with the Bureau of International Narcotics and Law Enforcement Affairs (INL), the embassy recently helped establish the first police bicycle patrol in Chisinau—purchasing uniforms, equipment and bikes for local officers. The program has resulted in officers being more visible and having more face-to-face engagement with the citizens they encounter in the communities they police. These positive interactions are reinforcing officers' roles as public servants rather than government enforcers. | *Cont.* | ▼

“They are in the park, children are walking up to them, you see them riding around. It is the first time they’ve ever done anything like that here,” said INL Country Director Tim Buckley. “It fundamentally changes how they look at the police, which has been one of [Moldova’s] most corrupt institutions.”

As a microcosm of the broader region, Moldova has become a Department redoubt for innovative policy strategies that are not only reaping rewards in country, but also benefiting other posts with similar issues. With high-level access to government officials, low barriers to entry and strong returns on human capital investment, the country is an ideal place to pilot new programs and engagement strategies and to refine and enhance them before broader deployment.

“Moldova is not a large country, but it is at the forefront of some of the pressing issues of our day. It’s a great opportunity to do work that matters while working with Washington to experiment and try new things,” said Ambassador Hogan. “This is a fantastic post for officers of all ranks across the Mission to gain valuable experience and have a meaningful role in shaping policies on issues that are of critical importance to the Department—both in Europe and around the world.”

■ *Isaac D. Pacheco is the editor-in-chief of State Magazine*

The Cathedral of Christ’s Nativity is a prominent landmark in central Chisinau. The church’s courtyard and surrounding park are popular gathering places for locals.



At a Glance **Moldova**

Capital:
Chisinau

Government Type:
parliamentary republic

Population:
3,474,121 (July 2017 est.)

Religions:
Orthodox 90.1%, other Christian 2.6%, other 0.1%, agnostic <.1%, atheist 0.2%, unspecified 6.9% (2014 est.)

Ethnic groups:
Moldovan 75.1%, Romanian 7%, Ukrainian 6.6%, Gagauz 4.6%, Russian 4.1%, Bulgarian 1.9%, other 0.8% (2014 est.)

Languages:
Moldovan/Romanian 80.2% (official) (56.7% identify their mother tongue as Moldovan, which is virtually the same as Romanian; 23.5% identify Romanian as their mother tongue), Russian 9.7%, Gagauz 4.2% (a Turkish language), Ukrainian 3.9%, Bulgarian 1.5%, Romani 0.3%, other 0.2% (2014 est.)



Exports (commodities):
foodstuffs, textiles, machinery

Export partners:
Romania 24.6%, Russia 13.7%, Italy 9.1%, Germany 6.2%, Ukraine 5.3%, UK 4.6%, Poland 4.6% (2017)

Imports (commodities):
mineral products and fuel, machinery and equipment, chemicals, textiles

Import partners:
Romania 15.5%, Ukraine 11.4%, Russia 10.6%, China 10.4%, Germany 8.9%, Italy 6.9%, Turkey 6.1% (2017)

Currency:
Moldovan lei

Internet country code: .md



LYING IN STATE: IN THE EMBASSY OF ANGST

IN MY SINGLE-MINDED ZEAL TO ADVANCE U.S. POLICY OBJECTIVES, DID I FORGET TO FLOSS?

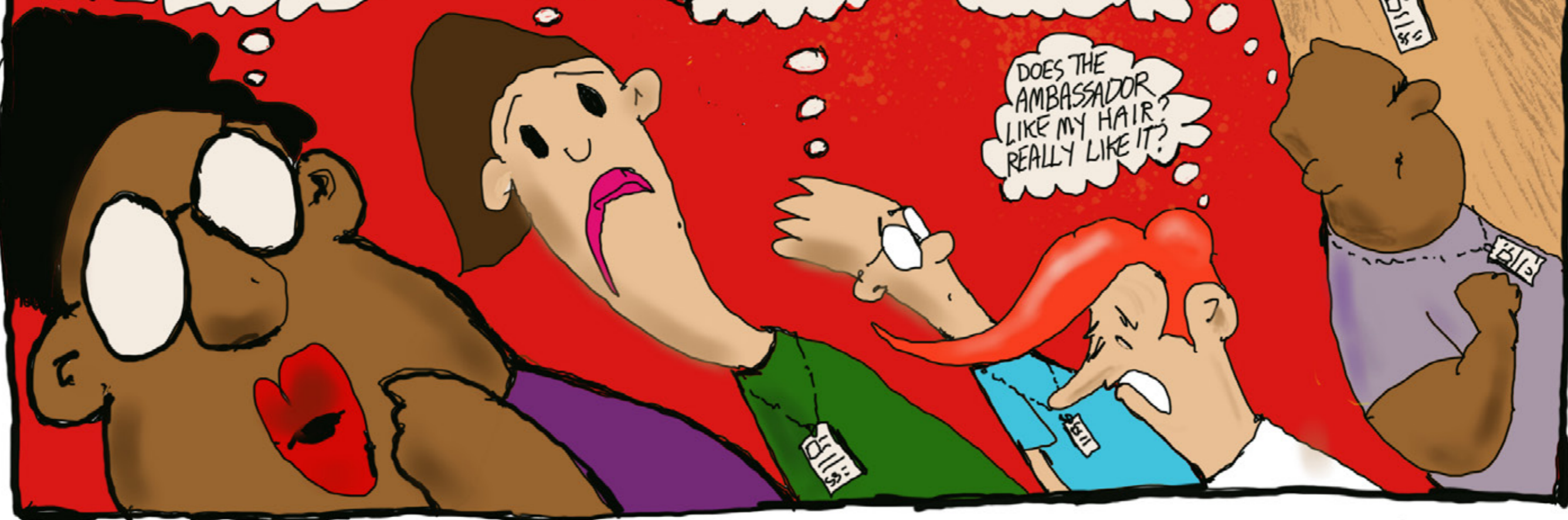
IF THERE'S NO MEANING TO THE UNIVERSE, WILL THAT DEPUTY FONDUE OFFICER JOB STILL BE CAREER-ENHANCING?

IF I'M SEEN AS SHAMELESSLY SELF-PROMOTING, WILL THAT HURT MY SHAMELESS SELF-PROMOTION?

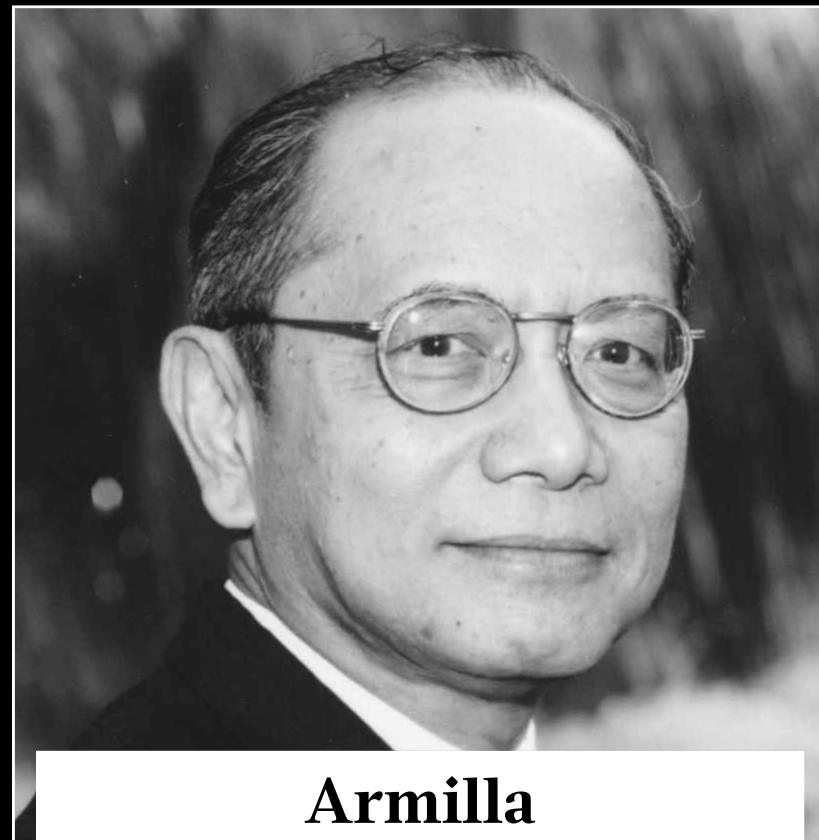
NEXT POST EMBASSY RITZOVIA - WHY NOT BIGFOOT'S TURN?!?

WILL THE KEY TO MY NEXT PROMOTION BE MY ICEDANCING?

DOES THE AMBASSADOR LIKE MY HAIR? REALLY LIKE IT?



In Memoriam



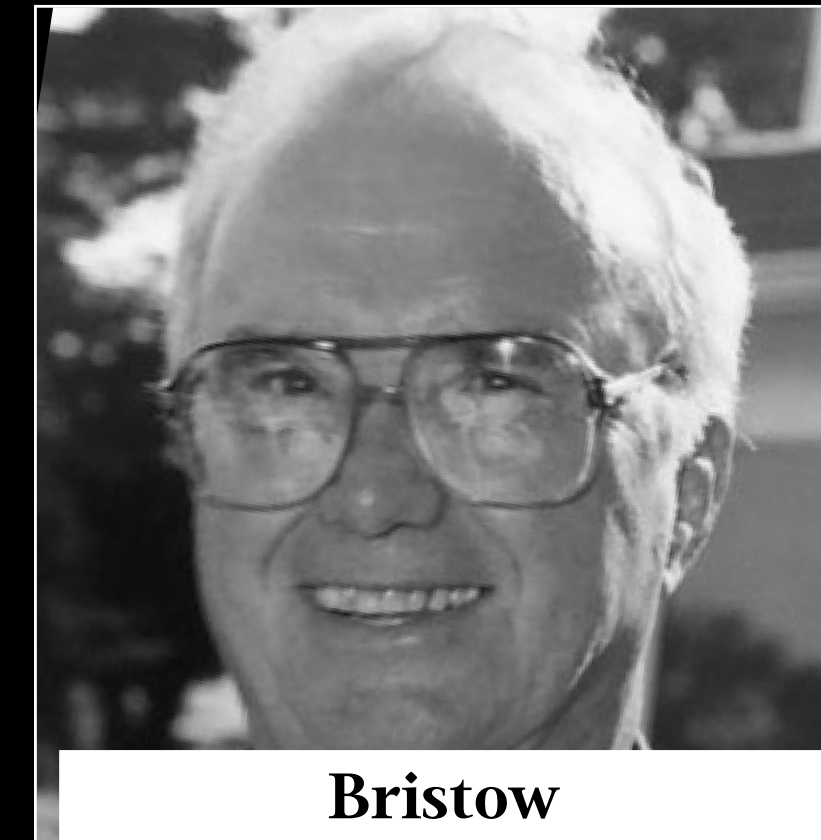
Armilla



Benson



Berry



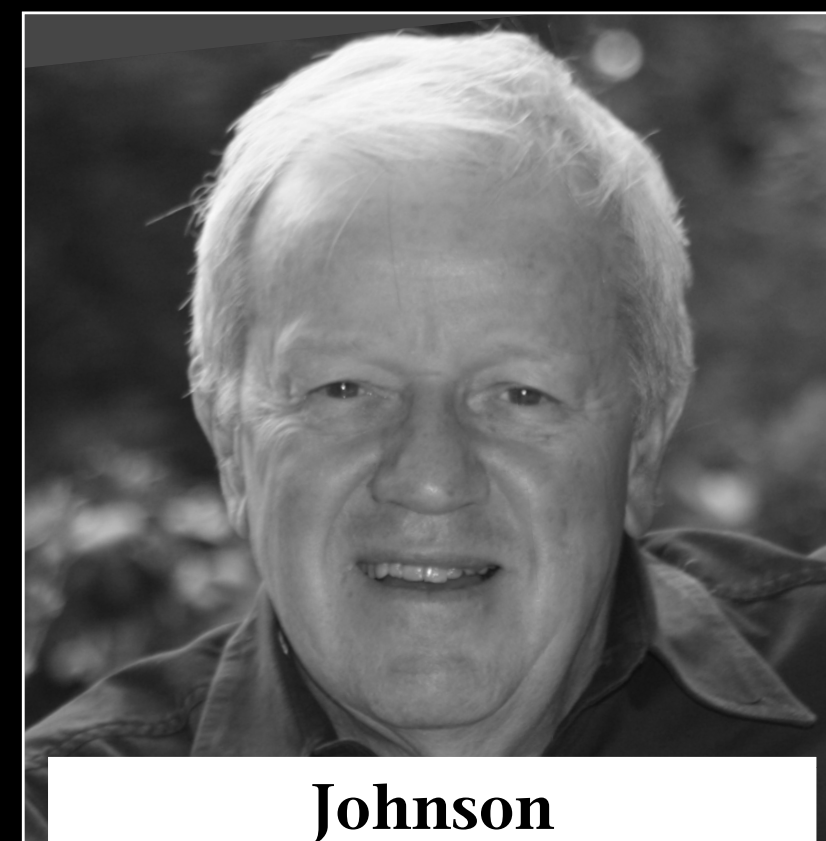
Bristow



Glass



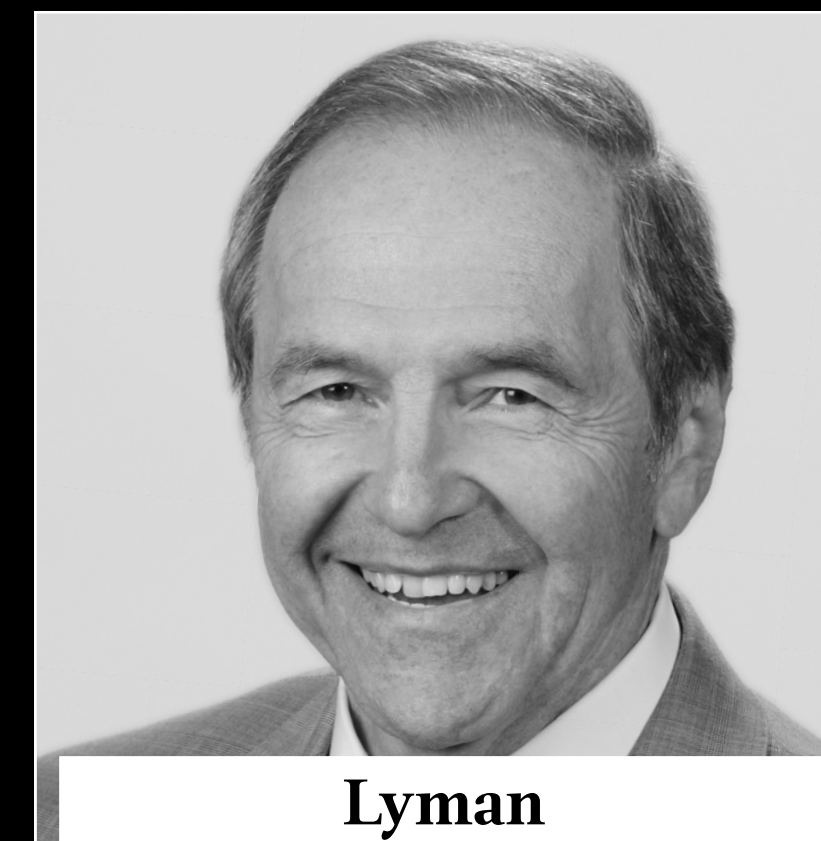
Hall



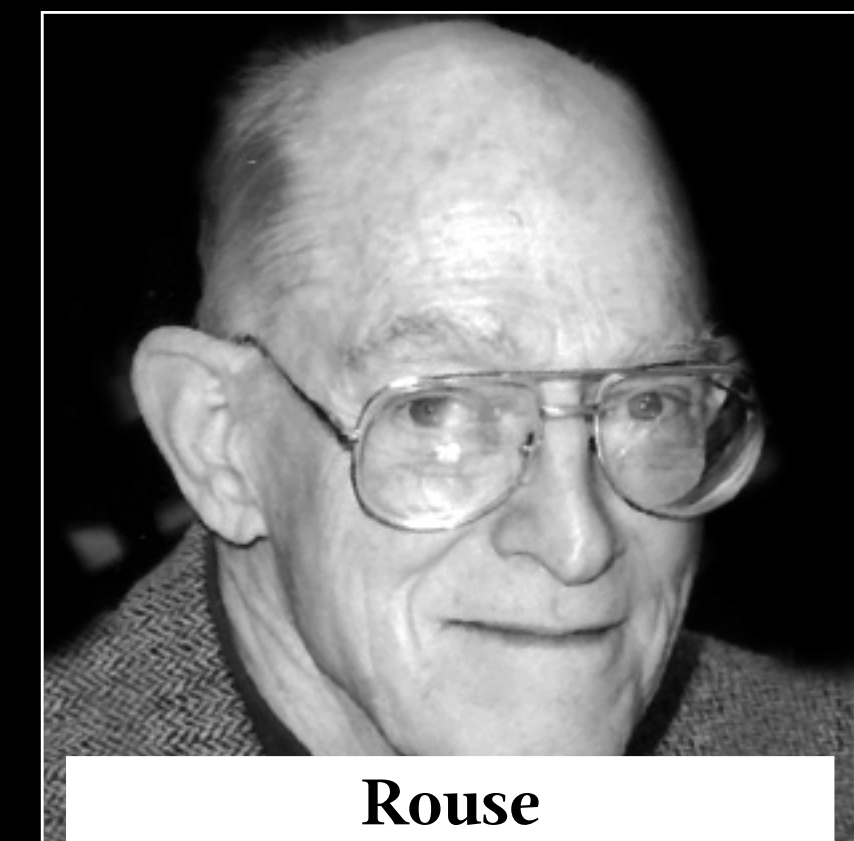
Johnson



Leach



Lyman



Rouse

*Questions concerning employee deaths should be directed to the Office of Casualty Assistance at (202) 736-4302.
Inquiries concerning deaths of retired employees should be directed to the Office of Retirement at (202) 261-8960.
For specific questions on submitting an obituary, please contact Heidi Howland at howlandh@state.gov.*



In Memoriam

Jose Gutierrez Armilla



Jose Gutierrez Armilla, 81, died April 8, 2016, in Vienna, Va. Armilla holds a doctorate from the University of Michigan. After 10 years in academia, he joined the Foreign Service and served in Bangkok, Manila, Hong Kong and Concepcion, Chile. After retiring from the Foreign Service in 1994, Armilla served on the board of directors at PRS, Inc. and was a freelance writer. Armilla was survived by his wife, Ruth, who passed away a few months after him.

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In Memoriam

Margaret S. Benson



Margaret S. Benson, 79, died Sept. 19, in Manassas, Va. Benson served as a civil servant at the Department of State. During her service, she worked in the Office of Retirement, the Office of the Director General and the Office of Australia, New Zealand and Pacific Islands. She retired in 2015. Benson was married to Edward L. Benson Jr., a Foreign Service officer, and accompanied him on his posts to Accra, Abidjan, Bonn and Karachi. Benson enjoyed gardening, singing in choirs and cooking. She was predeceased by her husband and is survived by her daughter, Amy Benson Rogers, her son-in-law and grandson.

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In Memoriam

John Fredric Berry



John Fredric Berry, 71, died Aug. 28. Berry graduated magna cum laude from the University of Michigan. He served in the Foreign Service for 24 years, achieving the rank of minister counselor. Berry was one of the first to volunteer to join the diplomatic mission to Iraq in 2003. He also served in Saudi Arabia, Qatar, India, Taiwan, China, Egypt, Kuwait and Tunisia. He retired in 2011. Berry will be remembered by his ability to tell a joke or a story, and by the depth of love he showed for his friends and family. He is survived by his children, Lenore, Vincent, Arlene and John Jr., and his sister, Elsie Berry.

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In Memoriam

William David Bristow



William David Bristow, 93, died Aug. 8 in Palm Desert, Calif. Bristow served in the U.S. Marine Corps, 1942–1946, including combat in the South Pacific during World War II. After the war, he joined the Foreign Service, and his posts included Manila, Rio de Janeiro, Lima and Washington, D.C. Bristow retired from the Foreign Service in 1972 and worked for the Los Angeles Unified School District until 1980. In retirement, he enjoyed being with his family, traveling, reading and riding his bicycle. Bristow is survived by his wife of 73 years, Dorothy, four children, 10 grandchildren and seven great-grandchildren.

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In Memoriam

Jack Glass



Jack Glass, 94, died Aug. 26. Glass began his career in the U.S. Navy during World War II, serving on the USS Enterprise (CV-6) during the battles of the Pacific campaign. After the war, Glass transferred to and served in the U.S. Air Force. After retiring from the Air Force, he served as a Foreign Service officer and was posted in Germany, Lebanon, Hungary and Argentina. Glass was an avid golfer and a Shriner, and enjoyed all sports. He was predeceased by his wife of 66 years, Mary Cowart Glass, and is survived by his two daughters, 10 grandchildren and 24 great-grandchildren.

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In Memoriam

Lucy Harris Hall



Lucy Harris Hall, 86, died Sept. 2. Hall received a bachelor's degree from Hampton Institute and a master's degree from the University of Arizona. Hall had a long career in the field of education before joining the Foreign Service in 1982. As a Foreign Service officer, she served at several posts, primarily in French-speaking countries in Africa and the Caribbean. Hall is survived by her daughter, her son and her granddaughters.

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In Memoriam

Darryl Norman Johnson



Darryl Norman Johnson, 80, died June 24, in Des Moines, Wash. Johnson was a Peace Corps volunteer in Thailand before his 40-year career as a Foreign Service officer. He served in many posts, including Bombay, Hong Kong and Moscow. Johnson served as ambassador to both Lithuania and Thailand. He also served in Washington, D.C., including as deputy assistant secretary for the Bureau of East Asian and Pacific Affairs. After retirement, Johnson taught at the University of Washington and served on several boards. He is survived by his wife, Kathleen, three children, four grandchildren and a brother.

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In Memoriam

Norman Dean Leach



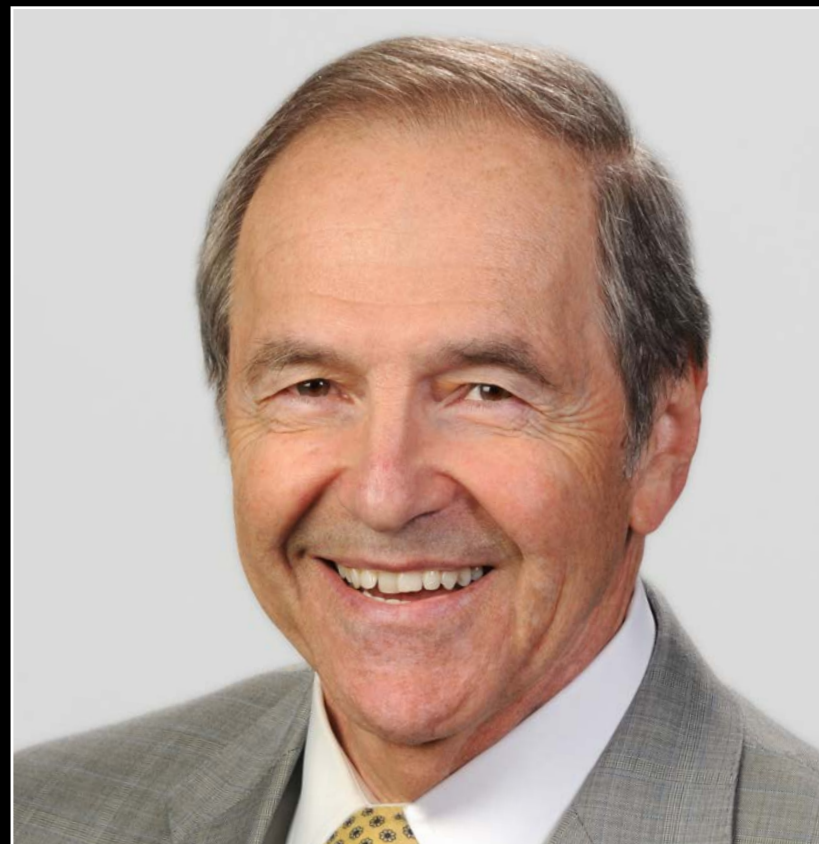
Norman Dean Leach, 87, died Aug. 3, in Ontario, Calif. Leach served in the U.S. Navy before joining the Foreign Service. As a Foreign Service officer, he served for more than 20 years, and his posts included Colombia, Argentina and Italy. He is survived by his nieces and nephew.

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In Memoriam

Princeton Nathan Lyman



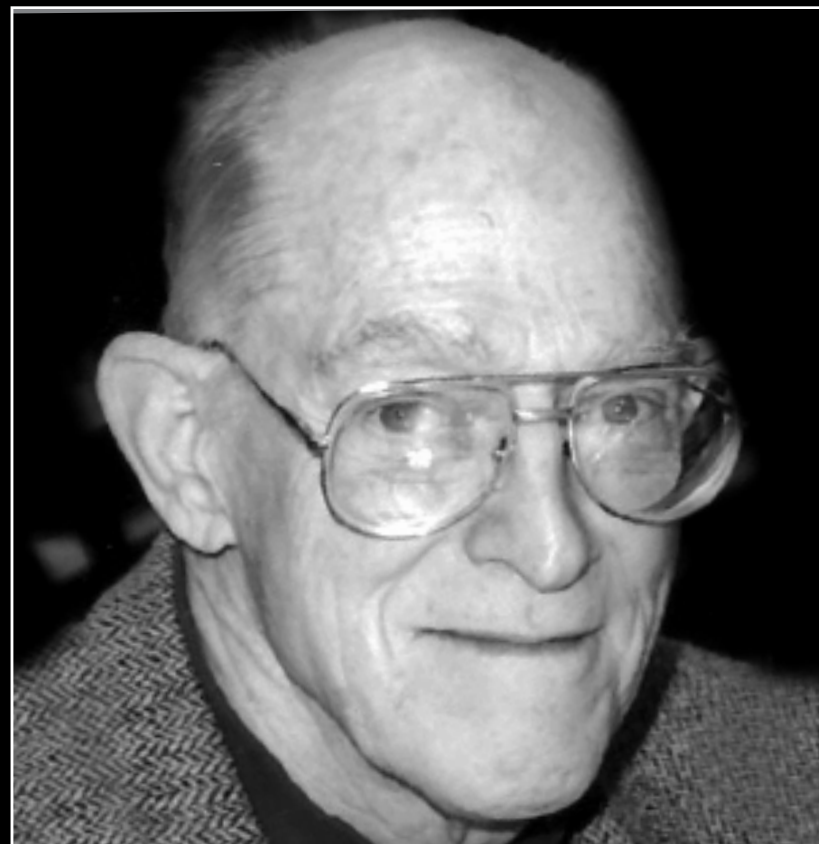
Princeton Nathan Lyman, 82, died Aug. 24, in Silver Spring, Md. Lyman was a Foreign Service officer and served for nearly 40 years. He first entered the service at USAID in 1961 and then transferred to the Department of State in 1980. Among his many positions within the Department, Lyman was Ambassador to Nigeria and Ambassador to South Africa. He retired in 1999, but was called back to service to be the special envoy for Sudan and South Sudan. He worked as the special envoy, 2011–2013, after which he retired a second time. During retirement, Lyman was the executive director of the Global Interdependence Initiative at the Aspen Institute, the inaugural Ralph Bunche Chair in African policy studies at the Council on Foreign Relations, and senior advisor to the president of the U.S. Institute of Peace. He was a member of the Council on Foreign Relations.

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In Memoriam

John H. Rouse



John H. Rouse, 85, died Sept. 4, in McLean, Va. Rouse was a Foreign Service officer and served for more than 25 years, attaining the rank of minister counselor. His posts included Tehran, Bangui and Colombo. Rouse was also deputy chief of mission and chargé d'affaires in Ottawa and the Hague. In Washington, D.C., Rouse served as director in several offices. Following retirement from the Foreign Service in 1988, Rouse served as an administrative law judge with the Foreign Service Grievance Board and then as deputy chairman of the board. He is survived by his wife, Julia Cardozo Rouse, seven children, 13 grandchildren and one great-grandchild.

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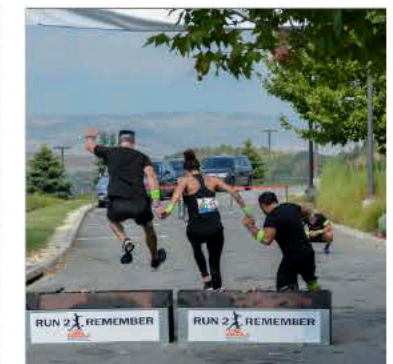


TEA program fosters excellence in teaching

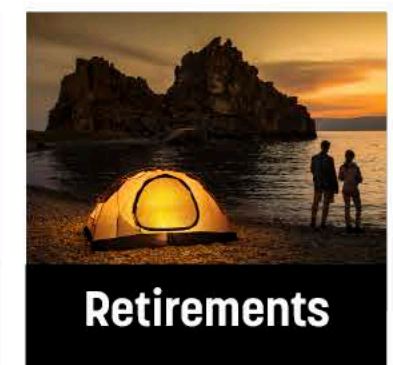


Teaching Excellence and Achievement (TEA) participants (from left) Manu Gulati, Deepti Chawla, Vusala Hasanova and Adedoyin Adebolarinwa collaborate during their six-week professional development program at California State University, Chico. The teachers participate in methodology and technology training seminars and teach at local middle and high schools. Gulati proceeded to win a national teaching award, presented by Indian President Narendra Modi, in September. ■

Photo by Deepti Chawla

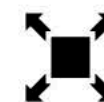


Ethics Answers



Retirements

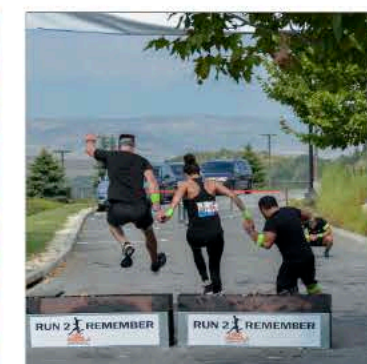
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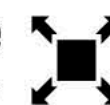
Delegation visit supports trade with Pakistan



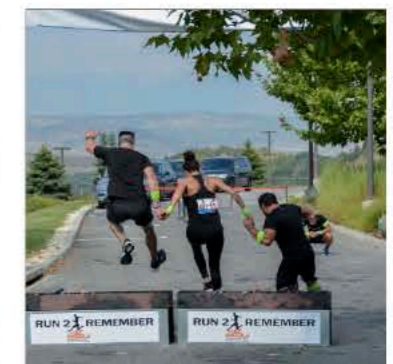
The Department of State provided travel, logistics and press support to a Pakistani trade delegation, in line with mission goals aimed at developing a resilient Pakistani economy with a robust, growing private sector. The 14-member delegation visited production areas in Minnesota (pictured), Montana, North Dakota and Washington during the two-week trade mission. The delegation, comprising representatives from Pakistani companies that import crops known as pulses, visited pulse production sites and learned about the U.S. dry pea, bean and lentil sector through meetings with top producers, processors and exporters. Last year, U.S. pulse exports to Pakistan reached a record \$20 million. ■ *Photo by Rachid Raja*



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Award-winning school in India blends traditional and modern worlds

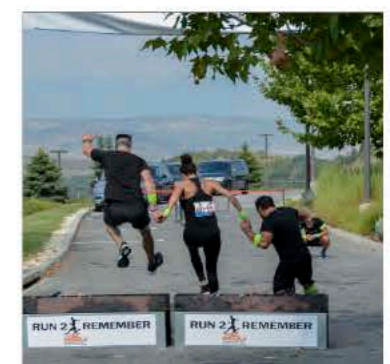


Deputy Chief of Mission MaryKay Carlson spends quality time with school children at the Druk Padma Karpo School in the village of Shey in the Ladakh district of India, Sept. 17. Getting quality education is a challenge in this remote region, but Druk Padma Karpo is an award-winning school offering an education that grounds students firmly in their own traditional Ladakhi culture and equips them to thrive in the modern world. Many Druk Padma Karpo School students are first-generation learners who have the opportunity to study until grade 10, and then potentially receive higher education, including college or university. ■

Photo courtesy of Embassy New Delhi

TAP Image
to Read Story

Papua New Guinea showcases traditional music and dance at APEC forum

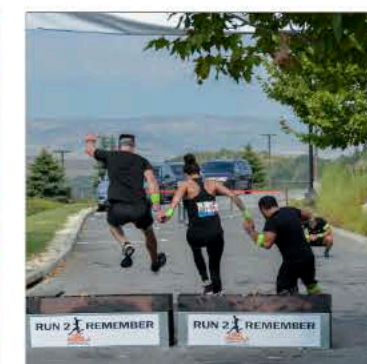


The Department of State participated in a public-private delegation to the Asia-Pacific Economic Cooperation (APEC) Women and the Economy Forum in Papua New Guinea, Sept. 3–8, with meetings on increasing economic participation by women, particularly through opportunities created by the digital economy. As part of the visit, Papua New Guinea showcased traditional music, dance and dress for visitors, including a bamboo band from Bougainville. ■

Photo by Emily Brown

TAP Image
to Read Story

Rohingya students gain educational opportunities at school in Kuala Lumpur

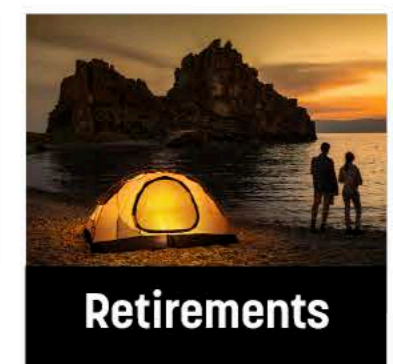
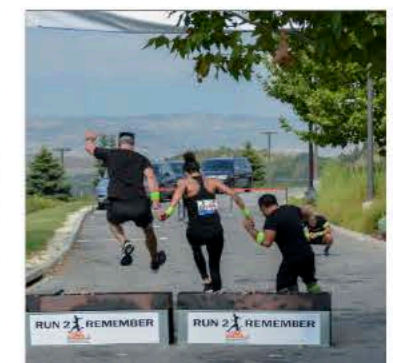
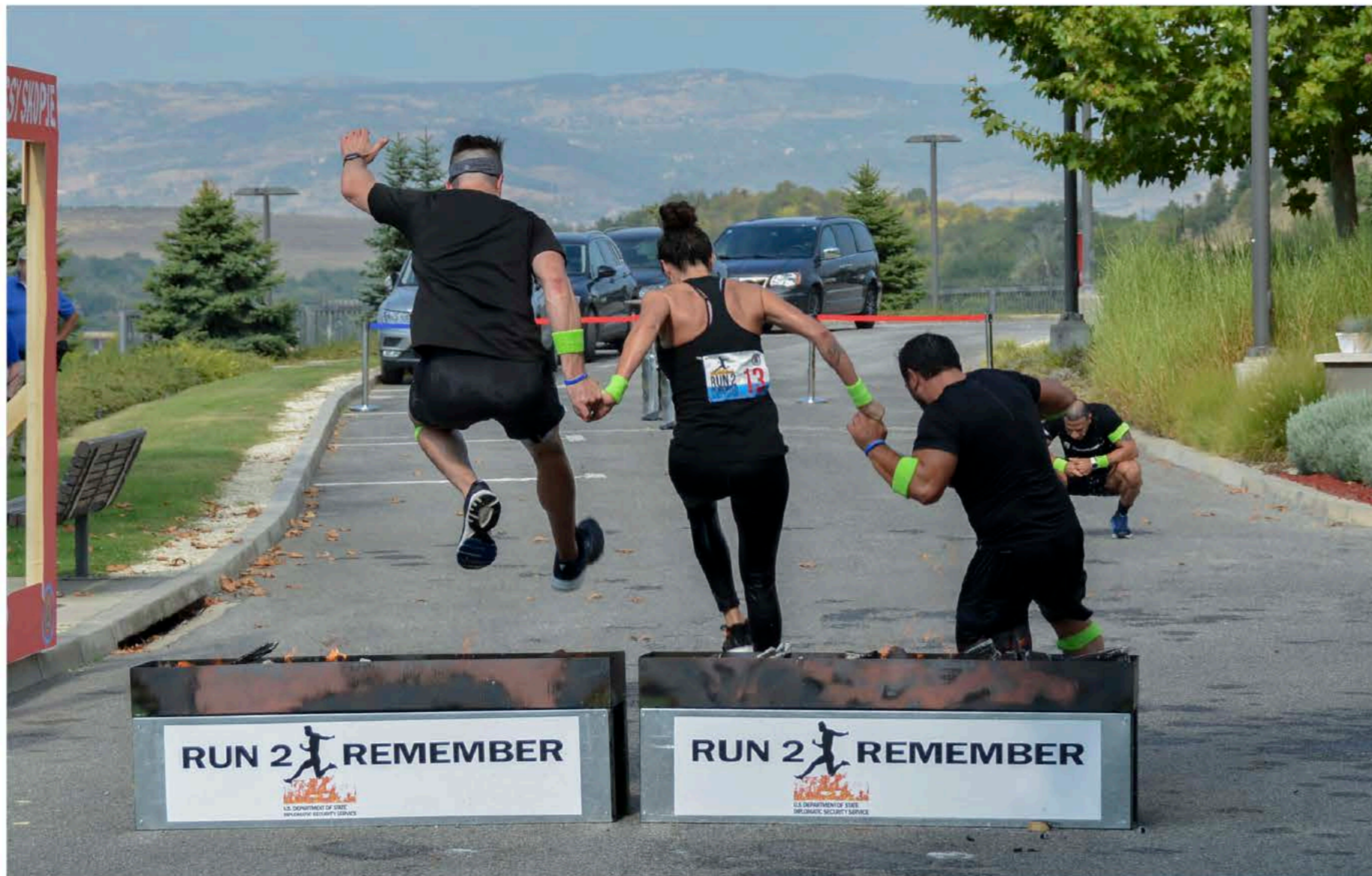


U.S. Ambassador to Malaysia Kamala S. Lakhdir joined 30 Rohingya women and girls for an English language lesson at their school in Kuala Lumpur in August. Staffed with volunteer teachers from local refugee communities, the school provides educational opportunities to more than 150 local Rohingya students. The NGO Yayasan Geutanyoe started this and five other schools with the help of the U.S. Department of State's Julia Taft Refugee Fund. ■

Photo courtesy of Embassy Kuala Lumpur

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Obstacle race celebrates legacy of DSS



The U.S. Embassy in Skopje's Run to Remember 5K is a yearly obstacle race in memory of Diplomatic Security Service (DSS) colleagues who have fallen in the line of duty while serving diplomatic missions around the world. The race also builds connections across the diplomatic and security services, encourages physical fitness and celebrates the legacy of DSS. Among the many obstacles at the 2018 Run to Remember, Sept. 15, were a wall climb, ice dive, stair climb, bear crawl, memorization test and—to commemorate the 102nd anniversary of DSS—102 burpees. Thirty teams of four members each participated, including teams from Embassy Skopje, Embassy Pristina, Peace Corps and the Macedonian government. ■ *Photo courtesy of Embassy Skopje*

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Retirements

Civil Service

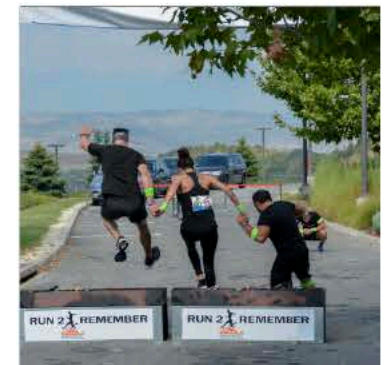
Angelilli, Clara B.
Black, Chuck
Campbell, Donald W.
Carey, Michael A.
Crawford, Theresa A.
Devero, Michael J.
Douglas, Cheri A.
Gausseres, Richard Francis
Giacomin, Gelinda M.
Goriup, Attilio E.
Hall, Kevin P.
Harrell, Susan
Herring, Kay R.
Hogan, Eda P.
Janzegers, Donna G.
Jensen, Valdemar R.
Jones, Linda Marie K.
Lorei, Michael
McGahuey, Ann B.
Neely, Catherine M.
Newman-Wilson, Tracey E.
Nicolai, Robert L.
Osgood, Judy A.
Phipps, Laurie L.
Ragland, Danette S.
Samuel, Mary Christine
Short, Clinton A.
Woolverton, Diane K.

Foreign Service

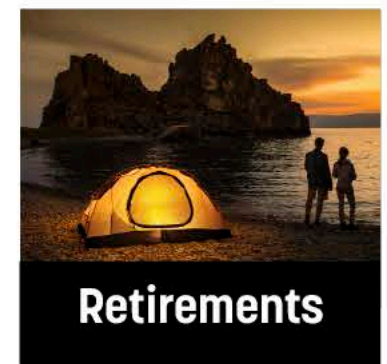
Allegra, Theodore
Alsace, Juan A.
Armand Jr., Fredrick M.
Auger, Linda Lee
Auger, Peter J.
Balzer, Daniel Karl
Bebeau, Rene L.
Bentley, Kathy A.
Bidou, Susan M.
Cifarelli, Michael J.
Cotter, Marian J.
Daly, Edwin W.
Davidson, Kimber E.
Debbage, Barbara Lee
Digiovanna, David C.
Dodson, Sophia Blue
Dodson, Stephen Andrew
Drake, Mary E.
Dupree, Kenneth G.
Ellsworth, Matt Allen
Fail, Christney Gretchen
Farrar, Jonathan D.
Finkbeiner Jr., John M.
Fitzgerald, Tamara K.
Fleitman, Randolph H.
Fowler, Valerie C.
Garcia, Benjamin A.
George, Vonzett
Gilke, Amanda Escobar
Gollner-Sweet, Katharina P.
Grech, Robert F.

Greer, Donald Lee
Hall, Loretta H.
Hall, Tracy Alan
Hawley-Young, Margaret
Hegadorn, Christopher S.
Helmich, Larry D.
Hill, Camille Diane
Hill, Jeffrey R.
Hirsch, Daniel Menco
Ingram, Richard J.
Jackson, Cherie J.
Jackson, Robert P.
Jensen, Barbara M.
Jones III, William H.
Juncker, Debra Ann
Kaidanow, Tina
Kam, Geraldine L.
Kirkpatrick, Jonathan W.
Klepp, Deborah E.
Kompa, Marianne
Lawless, Gregory F.
Luoma-Overstreet, Charles
Manahan, Nancy Lee
Mastriano, Wayne T.
Mayfield, Elizabeth Kay Webb
Medrano, Roberto M.
Megeath, Michael D.
Melville Jr., James D.
Menard, Marlene M.
Milner, Christie E.
Mitchell, Andrew B.

Moore, Roderick W.
Myers, Jeffrey Scott
Noble, David B.
Nobles, David Timothy
Osborne, John W.
Parnell, Isiah Lenart
Pettit, James D.
Potter, Jenny Paige
Powell, Mark J.
Reeder, Adelaida Casem
Robl, Terri Louise
Russo, James L.
Sarro, Dorothy Krebs
Schroeder, Antonette Marie
Shields, Gloria J.
Sloan, Victoria
Smith, Dean L.
Smith, Stuart M.
Stutzman, Michael J.
Thomas, Katya
Thornton, Susan Ashton
Urs, Denise Ann
Uyehara, Margaret A.
Uyehara, Michael M.
Van Maerssen, Otto Hans
Walsh, J. Richard
Ward, Robert C.
West, Christopher J.
Whittlesey, John King
Witmer, Vance R.
Wright, Charles E.



Ethics Answers



Retirements

TAP Image to Read Story

Ethics Answers

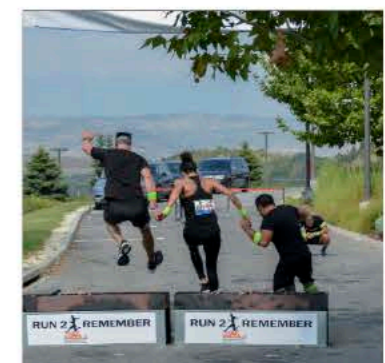
Question:

Is it true that all employees must take ethics training on an annual basis? I heard that some employees are required to receive annual training by December 31. Does that apply to everyone?

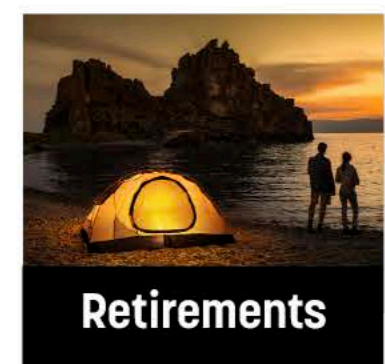
Answer:

It is important for all employees to be aware of ethics rules and regulations, and all employees receive ethics orientation and are encouraged to receive additional ethics training on a periodic basis. However, only employees who file a financial disclosure report—either a Public Financial Disclosure Report (OGE 278e) or a Confidential Financial Disclosure Report (OGE 450)—are required to take annual ethics training every year. These employees should comply with that obligation by taking FSI's online course Annual Ethics Training (course code PA 454). The deadline is December 31, but financial disclosure filers are encouraged to take the training early. The course takes less than an hour and can be taken from any computer. The training provides a refresher on the rules surrounding impartiality, gifts, financial conflicts of interest and misuse of position, as well as financial disclosure requirements, such as the requirement for public financial disclosure filers (OGE 278e) to submit transactions reports (OGE 278-Ts) within 30 days of the purchase, sale or exchange of a security worth \$1,000 or more. Supervisors and office managers should monitor compliance with this obligation. Employees who do not file a financial disclosure report may also take this course, although they are not required to do so by regulation.

Ethics Answers presents hypothetical ethical scenarios Department employees might face. For help with real ethics questions, email ethicsattorneymailbox@state.gov.

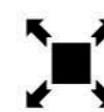


Ethics Answers



Retirements

TAP Image
to Read Story



End State



Dusk falls over Panama City's vibrant skyline.